

**APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2021**

Exempt Positions										
Note #	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
2	21	Chief of Fire (40 Hrs)	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40
2	21	Chief of Police (40 Hrs)	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40
	21	Director of Finance/Accountant (40 Hrs)	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40
	21	Director of Public Works (40 Hrs)	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40
	20	Director of Planning & Development (40 Hrs)	100,380.80	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60	113,027.20	115,294.40
	18	Human Resources Director (40 Hrs)	89,336.00	91,124.80	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20
	16	Assistant DPW Director (40Hrs)	81,432.00	83,054.40	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80
	15	Recreation Director (40 Hrs)	78,811.20	80,392.00	81,993.60	83,636.80	85,300.80	87,006.40	88,753.60	90,521.60
1	14	Director of Assessors (37.5 Hrs)	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00
1	14	Treasurer/Collector (37.5 Hrs)	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00
	13	Council on Aging Director (40 Hrs)	76,876.80	78,416.00	79,976.00	81,577.60	83,200.00	84,864.00	86,569.60	88,296.00
	12	Town Clerk (Elected - Salary based on 37.5 Hrs)	66,748.50	68,074.50	69,439.50	70,824.00	72,247.50	73,690.50	75,172.50	76,674.00
	10	Patton Homestead Director (25 Hrs)	39,806.00	40,599.00	41,405.00	42,237.00	43,082.00	43,940.00	44,824.00	45,721.00

Hourly Positions										
	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	17	Health Agent (<19 Hrs)	40.34	41.15	41.97	42.81	43.67	44.54	45.43	46.34
	12	Public Health Nurse (<19 Hrs)	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32
	12	Chief Appraiser (10 Hrs)	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32
	12	Assistant Finance Director/Town Accountant (37.5 Hrs)	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32
	11	Sealer of Weights & Measures (<19 Hrs)	32.76	33.42	34.09	34.77	35.47	36.18	36.90	37.64
	10	Conservation Coordinator (19 Hrs)	30.62	31.23	31.85	32.49	33.14	33.80	34.48	35.17
7	10	Energy Manager (<19 Hrs)	30.62	31.23	31.85	32.49	33.14	33.80	34.48	35.17
6	10	Asst. to the Town Manager/CPA Coordinator (37.5 Hrs)	30.62	31.23	31.85	32.49	33.14	33.80	34.48	35.17
	9	Assistant Treasurer/Collector (37.5 Hrs)	28.61	29.18	29.76	30.36	30.97	31.59	32.22	32.86
	8	Fire Equipment Mechanic (<19 Hrs)	27.23	27.77	28.33	28.90	29.48	30.07	30.67	31.28
	8	Health Inspector (<19 Hrs)	27.23	27.77	28.33	28.90	29.48	30.07	30.67	31.28
	8	Reserve Patrolman	27.23	27.77	28.33					
	7	Accounting Assistant (15.5 Hrs)	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81
	7	Facilities Maintenance Technician (40 Hrs)	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81
	7	Information/Media Specialist (<19 Hrs)	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81
	7	Social Services Specialists (<19 Hrs)	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81
	7	Emergency Center Dispatcher (P/T)	24.23	24.71	25.20					
	4	Clerk/Typist (<19 Hrs)	16.73	17.06	17.40	17.75	18.11	18.47	18.84	19.22
	5	Clerk/Typist (<19 Hrs)	19.91	20.31	20.72	21.13	21.55	21.98	22.42	22.87
	4	Custodian (<19 Hrs)	16.73	17.06	17.40	17.75	18.11	18.47	18.84	19.22
		Matron	20.54	21.78	23.09	24.48				

Collective Bargaining Unions

Administrative Assistant Union - Hourly Compensation table established by Union Contract.									
7/1/19 - (existing agreement expires 6/30/22)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistants	23.50	23.97	24.45	24.94	25.44	25.95	26.47	27.00
7	Administrative Assistants	24.34	24.83	25.33	25.84	26.36	26.89	27.43	27.98

Grades 6 & 7 are based on the Administrative Union Contract wage grid

DPW Union - Hourly Compensation table established by Union Contract.									
7/1/17 (existing agreement expires 6/30/21)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
9	Foreman	28.61	29.18	29.76	30.36	30.97	31.59	32.22	32.86
9	Mechanic	28.61	29.18	29.76	30.36	30.97	31.59	32.22	32.86
9	Plant Operator-Primary	28.61	29.18	29.76	30.36	30.97	31.59	32.22	32.86
7	Heavy Equipment Operator	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81
6	Truck Driver/Laborer	23.39	23.86	24.34	24.83	25.33	25.84	26.36	26.89

Firefighter Union - Hourly Compensation table established by Union Contract.									
7/1/19 (existing agreement expires 6/30/22)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
8	Firefighter/EMT	27.23	27.77	28.33	28.90	29.48	30.07	30.67	31.28
11	FF/Lieutenant-Inspector	32.76	33.42	34.09	34.77	35.47	36.18	36.90	37.64
13	FF/Captain-Inspector	36.96	37.70	38.45	39.22	40.00	40.80	41.62	42.45
	EMT Certification Stipend (Bi-weekly)	130.00							
	On-Call Stipend (per night)	25.00							

Police Union - Hourly Compensation table established by Union Contract.

7/1/19 (existing agreement expires 6/30/22)							
PATROLMAN							
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
1, 3	W/O College Degree	27.36	28.37	29.09	29.79	30.50	31.64
1, 3	BA/BS	32.84	34.05	34.90	35.74	36.60	37.97
1, 3	MA/MS	34.21	35.47	36.36	37.23	38.12	39.54
	Employees Hired After 7/1/2010						
1, 3	W/O College Degree	27.36	28.37	29.09	29.79	30.50	31.64
1, 3	BA/BS	30.10	31.22	32.00	32.77	33.55	34.81
1, 3	MA/MS	34.21	35.47	36.36	37.23	38.12	39.54

SERGEANT							
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	38.42	39.84	40.83	41.82	42.82	44.42
	MA/MS	40.03	41.50	42.54	43.56	44.60	46.26
	Employees Hired After 7/1/2010						
	BA/BS	35.22	36.53	37.44	38.34	39.25	40.73
	MA/MS	40.03	41.50	42.54	43.56	44.60	46.26

LIEUTENANT							
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	41.71	43.24	44.32	45.39	46.48	48.22
	MA/MS	43.45	45.05	46.18	47.28	48.41	50.22
	Employees Hired After 7/1/2010						
	BA/BS	38.23	39.65	40.64	41.62	42.61	44.21
	MA/MS	43.45	45.05	46.18	47.28	48.41	50.22

Police & Fire Signal Operator Union - Hourly Compensation table established by Union Contract.										
	7/1/17 (existing agreement expires 6/30/21)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII	
4	7	Dispatcher	24.23	24.71	25.20	25.70	26.21	26.73	27.26	27.81

Other Municipal Positions

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	142,800.00
Chief of Police	158,214.08
Chief of Fire	124,950.00
Selectmen/Chairman	3,225
Board of Assessors/Chairman	2,936
Selectmen/Members	2,852
Board of Assessors/Members	2,193
Board of Appeals/Chairman	1,681
Board of Health/Chairman	873
Board of Health/Members	495

Call Firefighters Rank	Hourly Wage	Certified 5%
Deputy Chief	29.82	31.32
Captain	27.63	29.01
Lieutenant	25.41	26.68
Senior Firefighter (provisional)	-	24.93
Inspector; Electrical/Building	25.41	n/a
Firefighter w/ CPR 1st. Responder	22.08	23.19
Probationary Firefighter	18.78	n/a
On-Call Stipend (per night)	25.00	

Professional Stipends	Annual Rate	
5	Animal Control Officer/Inspector	13,250
	Animal Pick-Up (Deceased)	2,400
	Wildlife Officer	2,400
	Call Fire Deputy Chief	1,500
	EMT Certification (Police Officers)	1,750
	Harbormaster	1,200
	Professional Certifications	1,000
	Call Fire Captain	750
	Call Fire Training Officer	500
	Accreditation Stipend (Police)	700

Occasional Help	Range of Compensation	
Registrar of Voters (annually)	400.00	
Seasonal Employee	12.75	24.00
	Jul/Dec 2020	Jan/June 2021
Poll Worker	12.75	13.50
Warden (Elections/Registration)	13.75	14.50
Senior Work-Off Program	12.75	13.50

Legend Notes

- 1 Position also receives either a "Professional Stipend" or additional compensation for certification. See M.G.L. Ch. 41, Sec. 19K & 108P.
- 2 Differs from Wage Grid table; see "Other Municipal Positions" section for additional information.
- 3 Shift differential is 7% for Evening and 9% for Midnight shift.
- 4 Shift differential is 5% for Evening and 7% for Midnight shift.
- 5 Position is shared with the Town of Manchester-by-the-Sea; 50% cost sharing.
- 6 Position partially funded through the Community Preservation Act Fund and Affordable Housing Trust.
- 7 Position is shared with the Town of Wenham and HWRSD; cost sharing in accordance with contract/approved hours.